

AODA Multi-year Accessibility Plan

This 2014-21 accessibility plan outlines the policies and actions that South Essex Fabricating Inc. (SEF) will put in place to improve opportunities for people with disabilities.

Statement of Commitment

SEF is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity.

We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

SEF is committed to providing customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

SEF will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

SEF will take the following steps to ensure employees are provided with the training needed to meet Ontario's accessible laws by January 1, 2015:

- Familiar with the use of assistive devices
- Familiar with a variety of disabilities

Kiosks

SEF will take the following steps to ensure employees consider the needs of people with disabilities when designing, procuring or acquiring self-service kiosks by January 1, 2014:

- Ensure they are wheelchair accessible
- Provide assistance where necessary

Information and Communication

SEF is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communications needs.

SEF will take the following steps to make all new websites and content on those sites conform with WCAG 2.0, Level A by January 1, 2014:

- Enhance website to have the ability to navigate using a keyboard
- Provide text alternatives for non-text content



Information and Communication

SEF will take the following steps to make sure existing feedback processes are accessible to people with disabilities upon request by January 1, 2015:

- Offering phone, email, mail and other social media outlets available
- Respond to feedback within three (3) days of receipt

SEF will take the following steps to make sure all publicly available information is made accessible upon request by January 1, 2016:

- Provide information in an acceptable form (text format)
- Provide information on company website

SEF will take the following steps to make all websites and content conform with WCAG 2.0, Level AA by January 1, 2021:

- Error prevention – reduce the risk of input errors for sensitive data
- Text can be re-sized without loss of content or function

Employment

SEF is committed to fair and accessible employment practices

We will take the following steps to notify the public and staff that, when requested, SEF will accommodate people with disabilities during the recruitment and assessment processes and when people are hired:

- Equal opportunity employer
- Provide accommodations on an individualize basis

SEF will take the following steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability:

- Re-training to maintain current standards
- Offer other work within the organization to suit worker abilities

SEF will take the following steps to prevent and remove other accessibility barriers identified:

- Install automatic button to open exterior doors where applicable

Design of Public Spaces

SEF will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- Recreational trails/beach access routes
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces, like playgrounds in provincial parks and local communities



- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking
- Service related elements like service counters, fixed queuing lines and waiting areas

SEF will put the following procedures in place to prevent service disruptions to its accessible parts of its public spaces.

In the event of a service disruption, we will notify the public of the service disruption and alternatives available:

- Place a notice on our website
- Place a notice on the door of the accessible public area

For More Information

For more information on this accessibility plan, please contact our Health & Safety Coordinator at 519-322-5995 ext. 238 or by email – jburns@southsx.com

Accessible formats of this document are available free upon request from:
Jared Burns – Health & Safety Coordinator

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